



Pulse Flow Event Below Morelos Dam in Mexico Thoughts from the Front Office

Howdy everyone. On March 27, 2014, an important and historic event was celebrated on the Colorado River at Morelos Dam, just across the border from the US, just west of Yuma, Arizona. The event was the beginning of a "pulse flow" below this main Mexican diversion dam on the Colorado. Here, Mexico diverts the majority of its 1.5 million acre-feet of water as set out in the 1944 Treaty between the two countries. As you might imagine, given the arid nature of this part of the world, the Colorado River is often essentially dry below the diversion dam. Please take a look at the picture below....



The picture shows Deputy Secretary Mike Connor (yep, I started typing Commissioner...) and Assistant Secretary Anne Castle. They are standing on Morelos Dam and behind them is the Colorado River. Notice that the river isn't dry. Over the next 8 weeks or so, a total of 105,000 acre-feet of water that Mexico had saved will be released. Scientists, hydrologists and many other interested individuals on both sides of the border developed a science/hydrologic plan for this pulse flow. Data will be collected, measurements will be taken. In the end, it is believed that this pulse flow will re-distribute seeds, will provide needed water to germinate and start the growing process and will attract many species of wildlife to this portion of the Colorado River.

Now you folks know me, I'm no bird expert. However, even though I've been to Morelos Dam several times, I don't ever recall seeing so many birds as I saw that day. I've spoken to some of the biologists that are monitoring things down river and they are amazed at the response that they are seeing.

I've reported to you before about the important bi-national work that has been going on for the past several years. This work culminated in something called "Minute 319." These "minutes" are diplomatic documents that tier off the 1944 Treaty and they represent agreements that both countries reach on specific subjects as both countries continue to implement the Treaty and adapt to contemporary conditions. Let me summarize several years of work by saying that both countries and multiple entities/individuals on both sides of the border have worked so very hard and so very well to reach agreements that truly are the epitome of cooperation. This pulse flow is just one of those cooperative agreements.

These are interesting and exciting times to be working with water in the Colorado River Basin.

Cheers, Larry W.

NPR.org story [Waters Will Flood Part Of Colorado River, For Just A Few Weeks](#)

Volunteers Clean up Fruitgrowers Reservoir Trail

On Saturday, March 15, 2014, the Black Canyon Audubon Society held a volunteer cleanup day along a trail on the south end of Fruitgrowers Reservoir, located near Cedaredge, Colo. The volunteers cut down and removed vegetation that was encroaching on the trail and removed trash from the trail area. The volunteers were done after a couple hours.

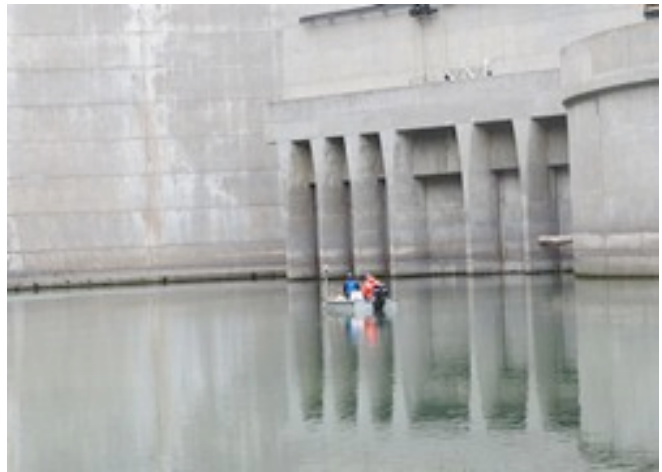
Thanks Black Canyon Audubon Society!

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Routine Sonar Mapping Conducted at Crystal Dam



On Monday, March 17, 2014, Reclamation conducted a routine inspection and sonar mapping of the stilling basin at Crystal Dam, part of the Aspinall Unit located near Montrose, Colo. Inspection of the stilling basin is necessary to check for damage from high releases or spills at Crystal Dam which could lead to erosion at the base of the dam. The project involved using a boat mounted sonar unit to map the stilling basin to detect erosion, rockslides, concrete damage, etc.

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On Joe Biden's Hug: 'Oh My Gosh, it was Wonderful'

Rosie the Riveter Phyllis Gould got a real hug from Vice President Joe Biden on Monday. "Oh my gosh, it was wonderful," Gould said after the embrace at the White House, according to NBC Bay Area. "He came bursting out of a room and grabbed me. He's such a nice person. And fun."



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Gould and four other Rosie the Riveters from the Bay Area also met President Barack Obama during a weeklong trip to Washington D.C.



Photo courtesy of U.S. Vice President Joe Biden via Twitter

During WWII, the group's members worked industrial jobs at the Kaiser Shipyard in Richmond, replacing men who had been sent to battle. Gould spent years trying to get elected officials to recognize the Rosie the Riveters' wartime efforts. Finally Biden invited the Rosies to visit the White House and promised Gould a "real hug," which she happily received.

The story of how the Rosies got to Washington D.C. is even more heartwarming. The group couldn't afford the trip on their own, but once the story became public more than 125 people and companies donated about \$34,000 to make the trip possible.

The women departed for Washington D.C. on Saturday on a Virgin America flight. The Burlingame-based airline gave the Rosies a red-carpet sendoff along with premium seats on the plane. The whole story will be featured Tuesday on ABC's Good Morning America.

To learn more about these women, visit the Rosie the Riveter Trust website [here](#).

The Rosies on the White House trip include:

- Priscilla Elder (93 years old) – Electrician 1943-1945
- Phyllis Gould (92 years old) – Journeyman Welder 1942-1945
- Kay Morrison (90 years old) – Journeyman Welder 1943-1945
- Marian Sousa (88 years old) – Draftsman 1943-1944
- Marian Wynn (87 years old) – Pipe Welder 1944-1945

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Make the Drops-to-Watts Connection

It's Time for a New Way to Think About Water and Energy

With climate change concerns, pervasive droughts, and high energy prices across the country, nearly everyone is looking for ways to conserve resources and cut costs. By looking for the U.S. Environmental Protection Agency's (EPA's) WaterSense® label, your family can use less water, energy, and money while ensuring product performance.

Many Americans know about the importance of saving energy and water. But few know about the drops to watts connection—that it takes energy to pump, heat, treat, and deliver the water we use every day. We turn on the bathroom lights and the shower without realizing how closely related water and energy are to each other.

Drops & Watts: You Can't Have One Without the Other

On average, the annual energy used to deliver and treat water for only 10 households could power a refrigerator for more than two years. In some areas of the country, that estimate is very low. Heating water for showering, bathing, shaving, cooking, and cleaning also requires a considerable amount of energy. Homes with electric water heaters, for example, spend one-fourth of their total electric bills just to heat water.

How Can We Start Saving?

One of the simplest ways to save both water and energy is to install water-efficient products. WaterSense labeled products not only save water, but can help reduce your energy bills. Installing WaterSense labeled faucet aerators in your bathrooms, for example, costs just a few dollars but could save you enough electricity to dry your hair every day for a year!

You can choose from thousands of models of WaterSense labeled plumbing products. What's more, you can be sure the products will not only save resources, but will perform well. All WaterSense labeled products are tested and independently certified to ensure they meet EPA's criteria for both efficiency and performance.

Start saving both water and energy! Look for WaterSense labeled products and ENERGY STAR® qualified appliances that use water. For more information, visit www.epa.gov/watersense.

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Implementation of the Bicycle Subsidy Benefit Program

The Department of the Interior will offer a nationwide Bicycle Subsidy Benefit Program, which will reimburse DOI employees for reasonable expenses associated with cycling to work. This new transportation program provides an option for DOI cyclists who commute to and from work to receive a bicycle subsidy transportation benefit, similar to the Mass Transit and



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Federally-Subsidized Parking benefit programs. The Bicycle Subsidy Program complies with Presidential Executive Orders and mandates, and it furthers DOI's commitment to establishing an integrated strategy towards sustainability and the reduction of greenhouse gas emissions.

Encouraging DOI employees to bicycle as a primary means of commuting to and from work through a bicycle commuting reimbursement is an incentive that promotes employee health and wellness, and helps to preserve our Nation's natural resources and communities. The program will provide \$20 per month reimbursement, not to exceed \$240 annually.

[Bureau and Office Transportation Subsidy Coordinators](#) are available to answer your questions or to enroll you in this program.

For more information visit the DOI [Transportation Subsidy Benefit Program](#) website.

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Retirement Planning - The 5 Percent Solution to Retirement Security

By [Tammy Flanagan](#) National Institute of Transition Planning

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It's April, and that means warmer temperatures are finally here and it's time to plant flowers. It also means it's time to consider your financial literacy. For more than 10 years, April has been officially designated as Financial Literacy Month in the United States. (Maybe that has something to do with the April 15 federal tax deadline.)

The [website](#) dedicated to this effort to educate Americans on personal finance and goal-setting features a 30-step program -- one step for each day of April -- designed to help users target areas where they might need additional education and assistance to achieve financial "wellness." Each step comes with links to quizzes, blogs and other useful information.

There's no better tool for federal employees to control their financial security in retirement than the Thrift Savings Plan. This month, the TSP is introducing a new initiative called "Take Five for Your Future." It emphasizes that saving 5 percent in your TSP results in 5 percent agency automatic and matching contributions. It also notes you have five funds to choose from for investing your retirement nest egg (along with five [life cycle fund](#) options), and notes that taking five minutes to make a change in your savings can help secure your financial future. Here's a [video](#) about the initiative.

Take Five

The TSP campaign is targeted toward those in the Federal Employees Retirement System who are younger than 45 and contributing less than 5 percent to their TSP accounts. A little more than 22 percent of all FERS employees fell into that category in 2012.



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Even those who are contributing 5 percent may need to learn more about diversifying their funds. Some people apparently don't really understand what this term means. They "diversify" by investing 10 percent in each of the G, C, F, S, and I Funds, and divide the remaining 50 percent between the five life cycle (L) funds.

The L funds, of course, are already diversified between the five standard TSP funds. So if you're not sure how to diversify your TSP investments, you should consider just choosing the L Fund with the target date closest to when you want to start using the money in your TSP (which is not necessarily the date you plan to retire). So if you were going to start to withdraw from your TSP savings in the year 2039, then you could choose the L2040 fund.

A Little Loan Secret

OK, so all of that sounds great, but what about car payments, rent, college loans and more immediate goals, like saving for a down payment on a house or for your children's college education? For that, there is the [TSP Loan Program](#).

Now I know what you're thinking: Who would recommend borrowing from their retirement savings for non-retirement expenses? So I want to go on record as saying I am strongly in favor of having separate savings accounts for vacations, college and other goals such as a down payment on your first home. In fact, I still remember when my husband and I were saving for our first house back in 1981. We would take a calculator with us to the grocery store, and when we got to \$25, we would stop shopping and take home our weeks' worth of groceries. (What can I say? I started my career as a GS-3.)

So, with that qualification out of the way, I will let you in on a little secret: You get to keep the agency automatic and matching funds in your TSP account even if you borrow from it. This could be an easy way to save the down payment for your first home and put away money for your retirement at the same time. Knowing that your money will be available for loan before you retire might be the incentive you need to save at least 5 percent of your salary and get the full agency match on your TSP account.

If you do borrow from your TSP account, remember that you will have to repay the loan through payroll deductions and the interest will be paid back to your account. Make sure that you can afford the loan payments while you continue to make new contributions to your TSP account. If you are using the money you're borrowing for the purchase or construction of your primary residence, then you may qualify for a residential loan, which allows up to a 15-year repayment period.

Start Early

When retirement for federal employees consisted of the single benefit of the Civil Service Retirement System, financial literacy consisted of working a full career in federal service and trying not to spend more money than what you earned. Today's employee, however, has a three-level set of benefits. Two—the FERS basic benefit and Social Security—are based on salary and service. The third, the TSP, is



completely up to you to use to your advantage. It only works well if you participate throughout your career.

Just how much might your TSP savings be worth if you stick with the program for the long haul? [Check out this chart](#). It may surprise you.

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What the 2013 Federal Employee Viewpoint Survey has to Say?

By Will Phillips
Human Resources Specialists
Upper Colorado Region

Unlike the 2012 Federal Employee Viewpoint Survey (FEVS), which was sent out to every Federal Employee, the 2013 FEVS was sent out to a random sampling of employees throughout the Government. Within the UC Region, 187 employees participated in the survey and provided feedback on their perspective of the current conditions of their local operation and the Government as a whole.

This article is being presented as a brief summary of some of the high and low points that were brought up in the survey. A copy of the full survey analysis is also being included here on the UC Today site. Feel free to talk to your supervisor about any concerns or questions that you may have regarding the information that is provided in the survey.

The following information shows the five questions with the highest percentage increase from 2012's survey to 2013's survey.

Question #		Positive Increase from 2012 to 2013
44	Discussions with my supervisor/team leader about my performance are worthwhile.	7.4%
25	Awards in my work unit depend on how well employees perform their jobs.	6.7%
59	Managers support collaboration across work units to accomplish work objectives.	6.4%
8	I am constantly looking for ways to do my job better.	5.6%
60	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor/team leader?	5.4%

The next section shows the five questions with scores that dropped the most in the last survey or that have consecutively dropped over the last couple of surveys, leaving them with the most significant decrease in overall percentage.

Question #		Decrease from 2012 to 2013
67	How satisfied are you with your opportunity to get a better job in your organization?	-13.5%



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10	My workload is reasonable.	-11.9%
21	My work unit is able to recruit people with the right skills.	-11.8%
18	My training needs are assessed.	-10.2%
9	I have sufficient resources (for example: people, materials, budget) to get my job done.	-9.6%

This data provides our region with some potential suggestions of areas where we may be able to address employee concerns. There are obviously some areas of this survey that are not within our area-of-influence; however, there are others that can be affected by efforts that we put into place.

With that said, we are looking for any recommendations that employees may have, either for the Region as a whole or for your individual Division or Area Office, that may help to make the Upper Colorado Region culture more of how you envision it being. You are welcome to submit your recommendations to William Phillips at wphillips@usbr.gov. He will be collecting those recommendations and then submitting them as a generic list to the Leadership Team at the next UCLT meeting. Our hope is to be able to create an environment where all of our employees feel appreciated and enabled to work every day.

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In Transition

UC Region Employee Lise Love-Thompson Retires After 31 Years

I have worked for the IT group for Reclamation on 6th floor of the Federal Building for over 31 years. I made a difficult decision to retire on 28th, Friday. I have many things to do at home and concentrate my health (no stress!). Yeah! It's time to change my life again. I am eager to look forward to seeing a different world! I want to spend more time with my husband for occasions and I will ride on his motorcycle sometime. I will drive my convertible sport car a lot! (I do drive it slow and just view mountains, trees, tall buildings and others. Breath air...)

It's sad to leave here but I have a lot of memories for over 31 years. I have some good memories for 1980's through now. I got a very first summer job on 1981. I had fun with co-workers especially ladies. I worked as a data transcriber. I teased to scold them to back to work when they blah blah blah during work hours. I enjoyed making them laugh. It was Donna Hardy, Julie Fry, Arlene Penttila, LaVoy and Zelma. 1980's work was so fresh for me.

Then, I returned to Gallaudet University (formerly College at that time) in Washington, D.C. as I planned to finish my senior year. After graduating the college, I moved back to SLC. While I was job hunting, I took a few classes at the LDS Business College at night. Once BOR provided a vacancy job, I had a chance to return to BOR to work as a computer clerk for a summer work. BOR purchased a new VAX/VMS and developed it before I came and I learned something familiar from the college that DECsystem was in. So, I know of a few programming languages at school as I helped a few co-workers. It was a challenge to climb a ladder. I made it to a full time job! I remember I told Errol Bartholomew that my best friends were computers because I could concentrate them better and accomplished my career. It was quiet.

In 1990's, more people were hired in our division and a bigger team. The bigger team was a challenge to communicate with each other and work together. Later, some left, retired or buy-out. A few new faces came. Some of us continued working through many years. Servers and OS have evolved all the time.



Right now, Red Hat Linux, Windows, Citrix and VMware and more... When I had a first summer work, the organization was Division of Data Processing, Operations Branch. As I worked on a 2nd summer work, it was Division of Management Services/ Information Systems Management Branch. The organization has changed several times because of re-organization. Now, it's Information Resource Division/ Information Systems group. My favorite parts were VAX/VMS and HP and I loved to write scripts on them.

As I retire, all computers and tech. will be removed from my head (I will no longer be a big-head UFO!). I appreciate your support for all years. It was good to meet some of you. I learned a lot about diversity and everyone is different but good to work together daily. I know some – worse times, better times, good times and stressful times. It's yo-yo. I'd encourage you'all to support each other.

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Former PN Region Employee Clifford Wayne "Cliff" Avey dies

Clifford Wayne "Cliff" Avey, 86, passed away Monday, March 10, 2014, in Moses Lake, Wash.. Born February 28, 1928, into the Leavenworth, Wash., home of Clifford E. and Violet H. Avey. Cliff served with the United States Army during World War II, before being honorably discharged with the rank of Corporal. On November 22, 1959, Cliff married Phyllis Jean Degn in Coulee Dam's Little LDS Chapel at Walnut and Yucca. A former member of the Coast Guard Auxiliary, Eagles #5077, Elks and Electric City VFW Post; Cliff retired following many years as a firefighter for the [Bureau of Reclamation](#). As long as he was able Cliff enjoyed spending time at Swan Lake near Republic, Wash., and the Icicle Resort in Leavenworth, Wash., camping, fishing, and boating.



Predeceased by: his bride of 52 years: Phyllis in 2012; son Stephen; grandson Richie; brother David and sister Virginia, Clifford's legacy lives on through his children: John Avey (Jan), Richard Avey (Dena), Cynthia Moore and Barbara Ries; nine grandchildren; numerous great-grandchildren and his brother: Ronald Avey.

At Cliff's request cremation has taken place. His urn has been placed with military honors in Spring Canyon Cemetery near his beloved Phyllis.

Strate Funeral Home of Grand Coulee, Washington is honored to be serving Cliff's family.

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What Is the Media Saying About Reclamation This Week?

[Changing the Course of the Colorado River](#)

[Colorado Leads The Way On 'Small Hydro'](#)

[Snow survey program forecasts big water year for Colorado](#)

[Clifford Wayne "Cliff" Avey \(PN Region\)](#)

[Drought forces some Native Americans to choose which tradition to save](#)

[Legislature passes bill supporting hatcheries](#)

[Seining for 'Silver' in the Rio Grande](#)

[Report highlights need for decisive action on Colorado River supplies](#)



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[Report Shows Unanimous Support for Colorado River Conservation](#)

[Water Lines: Water planning, public outreach continues](#)

[Texas, NM argue over water resources from Colo.](#)

[Drought states set to meet about water rights](#)

[NM, Texas, Colorado water managers to meet Thursday on Rio Grande management](#)

[Top water officials briefed on Rio Grande](#)

['Tensions over Rio Grande escalate with drought](#)

[Navajo Nation bets on coal](#)

[Supreme Court May Hear Water Rights Dispute Between New Mexico and Texas](#)

[Arizona hopes snow-making experiment leads to water](#)

[THE HIGHWAYMAN: Exploring spectacular Flaming Gorge](#)

[Colorado River Series: Dry Seas \(video\)](#)

[Column: The world's most water-stressed rivers](#)

[Federal Contracts Awarded to Companies in Utah \(March 21\)](#)

[Top water officials briefed on Rio Grande](#)

[NM starts 2014 with severe drought](#)

[Recovering from flooding, Colorado farmers hope for enough water](#)

[Fighting for water rights 03/21/14](#)

[Colorado, New Mexico and Texas water officials meet over Rio Grande drought](#)

[Drought tightens grip as federal managers scramble to find water for New Mexico silvery minnow](#)

[Utah Ends Decontamination Requirement at Sand Hollow S.P. Elephant Butte Lake levels higher than last year in time for Spring Break](#)

[Soil and water group: much politics but no real plan](#)

[New Mexico snowpack disappears in the wind](#)

[James 'Jim' Herman Kienitz \(GP Region\)](#)

[Colorado River Flows Into Mexico Again Due To Minute 319](#)

[Watershed exposes growing green issue](#)

[Good News for the Colorado River](#)

[Top water officials briefed on Rio Grande](#)

[Around the Town: Forum to focus on clean energy on the Colorado Plateau](#)

[Small hydro bill passes state legislature](#)

[Tribes, states joining with feds, tribes to conserve trout](#)

[New Mexico farmers prep for irrigation season](#)

[Three states meet over water issues](#)

[Spring weather to dictate threat of runoff floods](#)

[No victims have been recovered from plane crash at Ridgway Reservoir](#)

[Big drop of water in Powell](#)

[Deacon Edwin Wesolowski \(GP Region\)](#)

[Colorado River water begins to flood Mexican delta](#)

[Runoff from snowpack a concern after floods](#)

[Op-ed: Provo River-June sucker plan is a good compromise](#)

[Too early to tell if above average snowpack will help Colorado River](#)

[DUTCH JOHN FISHING FOR A FUTURE](#)

[Grapes fare better than other plants amid drought](#)

[New Mexico officials to discuss wildfire season](#)

[John S. Moore \(PN Region\)](#)

[Obituary: John M. Patton left legacy at White Sands \(MP Region\)](#)

[New Mexico governor urges residents to prepare for dangerous, active wildfire season](#)

[Colorado Senate Passes Small Hydro Legislation](#)

[New Mexico snowpack tanking, but the river's not rising](#)

[Water Lines: Gunnison Basin plan focuses on value of agricultural water in Colorado](#)

[Warming spell next week could cause Yampa River flows in Steamboat to spike](#)

[Orville M. Minske \(GP Region\)](#)

[Feds approve construction of pumping plant near Gallup](#)

[Snowpack surpasses 2011 levels in high country](#)

[Plant will bring water to Navajos](#)

[Reclamation Video News Clips – April 2nd \(videos\)](#)

[Water shortages for New Mexico farmers, fish](#)

[Dirty snow threatens more rapid runoff](#)

[Meet the man tasked with solving Colorado's looming water crisis](#)

[April forecast – drought – by the numbers](#)



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[Industry News - Water shortages for farmers, fish](#)

[BuRec announces flow changes](#)

[Concrete Canoes Race Across Horsetooth Reservoir on Saturday, April 5](#)

[\\$20M Awarded to Navajo-Gallup Project](#)

[Roaring Fork snowpack solid going into spring](#)

[Managing Lake Powell's power pool, will it benefit from the current snowpack? #ColoradoRiver](#)

[WATER OUTLOOK STRONG FOR 2014, BLUE MESA EXPECTED TO FILL](#)

[Statewide water talks yield modest breakthrough](#)

[New Report: Northern Colorado water supplies still looking good; Outlook not so great for southern half](#)

[Colorado Senate Passes Small Hydro Legislation](#)

[Plan evaluates future municipal water needs](#)

[Internal Curing Holds Water](#)

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